

The Association.



THE TWU-IAM ASSOCIATION

Agreement in Principle Highlights: MTS

As stated in the announcement bulletin to members, the complete text of the JCBA will be available before ratification voting commences. An information meeting and ratification schedule is being developed and is forthcoming.

Wage Increases	MTS: DOS +13.3%. +2% +12,24,36,48 months after DOS;
Profit Sharing	Top of industry profit sharing formula: 10% of first \$2.5 billion of pre-tax income, 20% of pre-tax-income above \$2.5 billion.
Premiums	Shift Differential: \$.51 2 nd shift, \$.58 3 rd shift and \$.61 cents per hour relief.
Signing Bonus	\$6,000.
Scope	MTS Job Protection: Employees have system and station job protection; MTS Scope: The technical instruction of Mechanical and Related personnel assigned to inspect, maintain, overhaul or service Company operated aircraft, components and maintenance equipment where performed directly by the Company, is recognized as coming within the scope of work of the TWU/IAM Mechanics Association and will be performed by Maintenance Training Specialists. For the purposes of this Agreement, technical instruction of Mechanical and Related Personnel is considered to be work involved with the delivery of training covering the repair, maintenance and operation of aircraft systems and components.
Medical: All Association Members	Standard: The Standard plan's current design and employee contribution will remain the same as described in the JCBA; Core: The Core plan will be available with the cost share outlined in the JCBA. The plan design can be modified at the company's discretion; High Cost Coverage (formerly "Value"): No change. May be available at the company's discretion and is NOT part of the JCBA; HMO: HMO plans may be available at the company's discretion and is NOT part of the JCBA; Me-too: Standard and Core plans me-too with other AA groups on plan design and cost share improvements.

Medical: IAM-represented Association members	<p>PPO 80: will retain the PPO 80 Plan with the same plan design and premium share;</p> <p>PPO 90: will retain the PPO 90 Plan with the same plan design and premium share through 2025;</p> <p>PPO 100: will retain the PPO 100 Plan with the same plan design and premium share through 2020.</p>
Retirement: IAM represented Association Members	<p>IAM National Pension Plan (IAMNPP): Increased IAMNPP contributions to the equivalent of 5% of total pay; and</p> <p>401(k) Match: 100% match up to 4% of total pay;</p>
Retirement: TWU represented Association members	401(k) Employer Contribution and Match: Automatic 5% contribution of total pay and 100% match up to another 4% of total pay.
Retiree Benefits: All Association Members	HRA for Retiree Benefits: If retirement eligible, employee may elect to receive 50% of hourly pay rate for each unused hour in sick leave bank deposited into HRA for use in paying for retiree benefits in lieu of \$10.80/hr cash pay out.
Vacation	<p>The following vacation schedule will take effect on DOS: Completion of 1 year, 2 weeks; 4 years, 3 weeks; 11 years, 4 weeks; 24 years, 5 weeks; 29 years, 6 weeks.</p> <p>The following vacation schedule will take effect on DOS + 3: Completion of 1 year, 2 weeks; 4 years, 3 weeks; 11 years, 4 weeks; 17 years, 5 weeks; 24 years, 6 weeks.</p> <p>Any Association member who is entitled to an increase in vacation during 2020 will receive a lump sum payment for such vacation.</p>
Holidays	<p>10 holidays;</p> <p>If holiday worked, hours paid at double-time and a half;</p> <p>If holiday on day off, hours paid at straight time</p>
Overtime	<p>Mandatory Overtime Assignment: Employee is not required to work overtime against his/her wishes;</p> <p>Overtime Bypass: Employee will be paid if bypassed for overtime at the applicable rate;</p> <p>Overtime: “Easy hour” now part of JCBA;</p> <p>Double Time: Enhanced double time language;</p> <p>Minimum Overtime Call In: Minimum 8 hours call in on day off</p>
Sick Leave	<p>Sick Leave Payment: Full pay for each sick day;</p> <p>OJI/IOD Payment: First 20 days of OJI/IOD paid in full by the company;</p> <p>OJI/IOD Supplement: Employee may supplement OJI/IOD with sick pay when receiving worker’s compensation payments;</p> <p>MTS Sick Bank Accrual: 1600 hours and 10 days per year;</p> <p>Sick Leave Bank Payment: Upon separation, employee may receive \$10.80 for each hour of unused sick leave</p>
Miscellaneous	<p>Per Diem: Increased per diem;</p> <p>Travel Pay: All travel while on assignment paid at the applicable rate</p>

	Document/Travel Related Reimbursements: passport reimbursement; visa; inoculations; TSA pre-check; SIDA Badge: Enhanced language regarding SIDA badge acquisition
Hours of Service	Adverse weather conditions language; OT pay for working through lunch. Meal period rescheduled; Airport facility closure language

For more information, please visit TWU-IAM.org